

INTERNET

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

A	FORM EXEMPT UNDER 41 U.B.C. 5717
DO NOT W	RITE IN THIS SPACE
Cust	Date Filed
16-CA-25383	1/8/2007

INSTRUCTIONS:

Neme of Employer Texas Depthel Assocition / TDA Final Address (street, ctr., Steffe, 2P., Cade)	YER ACAINST WHOM CHARGE IS BROUGHT	
Texas Dendel Assocition / TDA Fina		b. Number of Workers Employed
Address (street bity State 2IP Carle)	main Commenter	30
	d. Symptom Representative	e. Tolephone No.
1946 5. IH 35 Ste. 400	MARY KAY LIND	512 443-3675
그렇게 얼마나 가장하는 가다 먹어 하네네요		Fex No.
Austin Tx 78704	Executive Direct	on 512 443-3031
Type of Establishment (fectory, piles, wholesaler, alt.)	g. Identity Principal Product or Service	
Association (Professione)	Member Service	S
The above-rained employer has engaged in and is engaging	g in unfair letter practices within the meaning of Sact	tion B(s), subsections (1) and (Est
procless are unfair practices affecting commerce, within the		or Relations Act, and these unfair labor
Basia of the Charge (set forth a clear and conclas statemen	it of the facilic constituting the elleged unfait labor pr	iclos)
On or about (b) (6), (b) (7)(0) through its authorized	Danlash - have or	med employer
on or apour	2000 File DOODE 110	~
	1/ 5-0	cosantativo 5
through its authorized	agents and lor inf	ESELIAC. IVE
has retaliated against	(h) (6) (h) (7)	by distail
mas issuitated against	(D)(D),(D)(I)	
on terminating for ref	rising to commit an	untain labor
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he about and other acts, the above-named employer h	as interfered with, restinings, and coursed any	loyeur in the asserter of the rights
anteed in Boston Fof the Act.		loyeer in the wards of the rights
ranteed in Boston Fof the Act.		loyeer in the exercise of the rights
ranteed in Bostian Fof the Act.		loyees in the exercise of the rights
Partition of the Act. Ull name of party filling chapps (Violan organization, plus fall a) (6) , (b) (7) (C)	teme, including local name and number)	
Partition of the Act. Ull name of party filling chapps (Violan organization, plus fall a) (6) , (b) (7) (C)	tems, including local name and number) (b) (6), (b) (7)(Ab. Telephone No.
Partition of the Act. Ull name of party filling chapps (Violan organization, plus fall a) (6) , (b) (7) (C)	teme, including local name and number)	C) 45. Telephone No. (b) (6), (b) (7)(C)
(b) (6), (b), (c), (c), (d), (d), (e), (e), (e), (e), (e), (e), (e), (e	(b) (6), (b) (7)(C) ab. Tolephone No. (b) (6), (b) (7)(C)
(b) (6), (b), (c), (c), (d), (d), (e), (e), (e), (e), (e), (e), (e), (e	(b) (6), (b) (7)(C) ab. Telephone No. (b) (6), (b) (7)(C)
the above and other acts, the above-named employer harmond in Bootlon 7 of the Act. Ull name of party Ming chappe (Frigat) organization, give rist is (6), (b) (7)(C) Address (separt and number, city, State, and ZIP Code) (b) (6), (b) (7)(C) (ut name or mesonal or international labor organization of while	(b) (6), (b) (7)(C) ab. Telephone No. (b) (6), (b) (7)(C)
(b) (6), (b), (c), (c), (d), (d), (e), (e), (e), (e), (e), (e), (f), (e), (f), (f), (f), (f), (f), (f), (f), (f	(b) (6), (b) (7)(C C L) The it is an affiliate or constituent unit (to be sided to ex	C) 40. Telephone No. (b) (6), (b) (7)(C)
Particular Bootlom Fol the Act. Ull name of porty Ming chappe (Violout organization, play full of (6), (b) (7)(C) Address (Street and Number, city, State, and ZIP Code) (b) (6), (b) (7)(C) III name of Gastonial or Uniterrational labor organization of which	(b) (6), (b) (7)(C) so. Telephone No. (b) (6), (b) (7)(C) Fax No. han charge is field by a labor organization)

(b) (6), (b) (7)(C) Acores WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1901)

eve or person making charge)

FORM NLRB-501 (11-88)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

LD Sec
FORM EXEMPT UNDER 44 U.S.C 3512

DO NOT WRITE IN THIS SPACE

Case

16-CA-25391

Date Filed

1/18/07

INICTOL	CT	10	NIC.
INSTRU		U	13

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER	AGAINST WHOM CHARGE IS BROW	SHT
Name of Employer A&L Industrial Services, Inc.		b. Number of workers employed 150
c. Address (Street, city, state, and ZIP code) 1728 N. HWY 146 La Porte TX 77571-	d. Employer Representative Joe Chavez	e. Telephone No. (281)470-9805 Fax No. (281)470-9899
Type of Establishment (factory, mine, wholesaler, etc.)	g. Identify principal product or service contractor	
h. The above-named employer has engaged in and is engaged and (list subsections) and these unfair labor practices are practices affecting or		ning of section 8(a), subsections (1) of the National Labor Relations Act,
By the above and other acts, the above named employer has	interfered with restrained and coerced emplo	avece in the eversice of the rights quaranteed in
		oyees in the exercise of the rights guaranteed in
Section 7 of the Act. Full name of party filing charge (if labor organization, give full) (6). (b) (7)(C) Address (Street and number, city, state, and ZIP code)		4b. Telephone No. (b) (6), (b) (7)(C) Fax No. () -
Section 7 of the Act. Full name of party filing charge (if labor organization, give full) (6), (b) (7)(C) a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C) 5. Full name of national or international labor organization of w	(b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C) Fax No. () -
Section 7 of the Act. 5. Full name of party filing charge (if labor organization, give full) (6), (b) (7)(C) 1a. Address (Street and number, city, state, and ZIP code) 1b. (6), (b) (7)(C) 1c. Full name of national or international labor organization of worganization) (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) which it is an affiliate or constituent unit (to be constituent) 6. DECLARATION and that the statements are true to the be	4b. Telephone No. (b) (6), (b) (7)(C) Fax No. () - e filled in when charge is filed by a labor

FORM NLRB-501 (11-88)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

SN	Sec
	FORM EXEMPT UNDER 44 U.S.C 3512

DO NOT WRITE IN THIS SPACE

Case

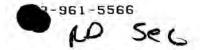
Date Filed

1/18/2007

16-CA-25392 INSTRUCTIONS: File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged

1. EMPLOYER	R AGAINST WHOM CHARGE IS BROU	JGHT
a. Name of Employer A&L Industrial Services, Inc.		b. Number of workers employed
c. Address (Street, city, state, and ZIP code) 1728 N. HWY 146 La Porte TX 77571-	d. Employer Representative Joe Chavez	e. Telephone No. (281)470-9805 Fax No. (281)470-9899
f. Type of Establishment (factory, mine, wholesaler, etc.) oil refinery	g. Identify principal product or service contractor	
 The above-named employer has engaged in and is engaged and (list subsections) 		eaning of section 8(a), subsections (1) of the National Labor Relations Act,
and these unfair labor practices are practices affecting	commerce within the meaning of the Act.	
By the above and other acts, the above-named employer h Section 7 of the Act.		
3. Full name of party filing charge (if labor organization, give (b) (6), (b) (7)(C)	full name, including local name and number	
4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)		4b. Telephone No. (b) (6), (b) (7)(C)
	(b) (6), (b) (7)(C)	Fax No. (b) (6), (b) (7)(C)
Full name of national or international labor organization of organization)	6. DECLARATION	
(signature or representative or person making charge)	and that the statements are true to the	(Print/Ivoe name and title or office if any)
(b) (6), (b) (7)(C)	(b) (7)(C) (b) (6), (b) (7)	

Houston, TX 77056



FORM NLRB-501

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

FORM EXEMPT UNDER 44 U.S.C. 3512 OBANO WENES NATES SPACE Date Filed 1/29/2007 Case 16-CA-25408

CHARGE AGAINST EMPLOYER

a. Name of Employer Highrise Electrical Technologies Incorporated Certified Temporary Services, Inc. (CTSI), Jo		
	China and	b. Number of workers employed
Certified Temporary Services Inc (CTSD In		
Commen Temporary Services, me. (C151), 30	int Employers	
Address (street, city, state, ZIP code)	d. Employer Representative	e. Telephone No.
2800 Post Oak Blvd (HETI)	Vernon Hamner	713/627-1616 (HETI)
Houston TX 77056	Project Super. (HETI)	281/280-9500 (CTSI)
		Fax No.
6951 Feather Craft (CTSI)	Thomas W. Warren,	713/215-4639 (HETI)
Houston TX 77058	CEO (CTSI)	281/280-0105 (CTSI)
Type of Establishment (factory, mine, wholesaler, etc.)	g. Identify principal product or servi	
Construction	Electrical Landscape Lig	hting
. The above-named employer has engaged in and is engaging in		
subsections (1), (3) of the National Labor Relations Act, a affecting commerce within the meaning of the Act.	and these unfair labor practices are unfair p	practices
2. Basis of the Charge (set forth a clear and concise statement of the	he facts constituting the alleged unfair labor	r practices)
On or about $(b) (6), (b) (7)(C)$ 2007, the above-name $(b) (6), (b) (7)(C)$		(b) (6), (b)
		ined, or coerced employee
By the above and other acts, the above-named em in the exercise of the rights guaranteed in Section. Full name of party filing charge (if labor organization, give full name of party filing charge (if labor organization, give full name).	7 of the Act. me, including local name and number)	
n the exercise of the rights guaranteed in Section Full name of party filing charge (if labor organization, give full name nternational Brotherhood of Electrical Worke	7 of the Act. me, including local name and number)	-CIO
n the exercise of the rights guaranteed in Section Full name of party filing charge (if labor organization, give full name nternational Brotherhood of Electrical Worker Address (street and number, city, state and ZIP code)	7 of the Act. me, including local name and number)	-CIO 4b. Telephone No.
n the exercise of the rights guaranteed in Section Full name of party filing charge (if labor organization, give full name nternational Brotherhood of Electrical Worker Address (street and number, city, state and ZIP code)	7 of the Act. me, including local name and number)	-CIO 4b. Telephone No. 713/869-8900
n the exercise of the rights guaranteed in Section Full name of party filing charge (if labor organization, give full name neternational Brotherhood of Electrical Worker Address (street and number, city, state and ZIP code) 475 North Loop West	7 of the Act. me, including local name and number)	4b. Telephone No. 713/869-8900 Fax No.
n the exercise of the rights guaranteed in Section Full name of party filing charge (if labor organization, give full name national Brotherhood of Electrical Worker Address (street and number, city, state and ZIP code) 475 North Loop West Iouston, Texas 77008	7 of the Act. me, including local name and number) ers, Local Union No. 716, AFI	4b. Telephone No. 713/869-8900 Fax No. 713/868-6342
n the exercise of the rights guaranteed in Section	7 of the Act. me, including local name and number) ers, Local Union No. 716, AFI it is an affiliate or constituent unit (to be filt	4b. Telephone No. 713/869-8900 Fax No. 713/868-6342
the exercise of the rights guaranteed in Section Full name of party filing charge (if labor organization, give full name international Brotherhood of Electrical Worker a. Address (street and number, city, state and ZIP code) 475 North Loop West Houston, Texas 77008 Full name of national or international labor organization of which by a labor organization. International Brotherhood of Electrical Worker 1 declare that I have read the above charge and that	7 of the Act. me, including local name and number) ers, Local Union No. 716, AFL it is an affiliate or constituent unit (to be filt ers, AFL-CIO DECLARATION	4b. Telephone No. 713/869-8900 Fax No. 713/868-6342 ed in when charge is filed
n the exercise of the rights guaranteed in Section Full name of party filing charge (if labor organization, give full name national Brotherhood of Electrical Worker a. Address (street and number, city, state and ZIP code) 475 North Loop West Houston, Texas 77008 Full name of national or international labor organization of which by a labor organization. International Brotherhood of Electrical Worker 6.	7 of the Act. me, including local name and number) ers, Local Union No. 716, AFL it is an affiliate or constituent unit (to be filt ers, AFL-CIO DECLARATION	4b. Telephone No. 713/869-8900 Fax No. 713/868-6342 ed in when charge is filed
the exercise of the rights guaranteed in Section Full name of party filing charge (if labor organization, give full name nternational Brotherhood of Electrical Worker Address (street and number, city, state and ZIP code) 475 North Loop West Houston, Texas 77008 Full name of national or international labor organization of which by a labor organization. International Brotherhood of Electrical Worker I deflare that I have read the above charge and that the second of the	7 of the Act. me, including local name and number) ers, Local Union No. 716, AFL it is an affiliate or constituent unit (to be filt ers, AFL-CIO DECLARATION at the statements are true to the best of my	4b. Telephone No. 713/869-8900 Fax No. 713/868-6342 ed in when charge is filed

713/861-6163

713/222-9114

INTERNET ON CO

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

	HORM EXEMPT DROCK OF U.S.C. 72
DO NOT WRIT	E IN THIS SPACE
Case	Date Filed
16-CA-25418	Feb 6, 2007

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice

1. EMPLOYE	ER AGAINST WHOM CHARGE IS BROUGHT	·
B. Name of Employer		b. Number of Workers Employed
J & H Granne		В
c. Address (street, city. State, ZIP. Code)	d. Employer Representative	e. Telephona No.
111 Investment Loop Hutto, TX 78634	John Ivy	(\$12\759-2425 Fax No. (\$12\759-2458
f. Type of Establishment (factory, mine, wholeseler, etc.)	g. Identify Principal Product or Service	
Manufacturing	Fabrication and Installation of Gra	mile Counter-tops
h. The above-named employer has engaged in and is engaging subsections)	of the National L	action B(e), subsections (1) and (tist abor Relations Act, and these unfair labor
subsections) practices are unfair practices affecting commerce within the i		Perol. Keletiolia vct. and meas must inco.
2. Basis of the Charge (set forth a clear and concise statement	of the facts constituting the alleged unfair letter	practices.)

The above-named employer, through its officers, agents and/or representatives unlawfully threatened employees for engaging in protected, concerned activity.

The above-named employer, through its ullicors, agents and/or representatives unlawfully discharged employees.

(b) (6), (b) (7)(C) in retaliation for their protected, concerted activity.

(b) (6), (b) (7)(C)

By the above and other sets, the above-named employer has interfered with, restrained and energed employees in the exercise of the rights guaranteed in Section 7 of the Act.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act. 3. Full name of party filing charge (if labor organization, give full name, including local name and number) Exped Justice Center 4a. Address (street and number, city. State, and ZIP Code) 4b. Telephone No (512)474-0007 510 S. Congress Ave. Suite 206 Austin, TX 78704 15121474-0008 5. Full name of national or international labor organization of which it is an affiliate or constituent unit fin be filled in when charge is filled by a labor organization) 8. DECLARATION rge and that the statements are true to the best of my knowledge and bellef. Michael Murphy Fax No. (512)474-0008 IN E. Bon White Blvd. Austin, TX 78741 (512)326-9540 Address (Telephone No.) WILEFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 1R. SECTION 1001)

INSTRUCTIONS

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

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FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE
Se Date Filed

Case 16-CA-25419

2/6/07

JE/IO

	AINST WHOM CHARGE IS BROUGHT	
Name of Employer Amarillo Pain Associates		b. Number of workers employed 9
901 Medipark Suite 2002 Amarillo, TX 79106	d. Employer Representative Terry Murphy, Office Administrator	e. Telephone No. 806-353-4699
Type of Establishment (factory, mine, wholesaler, etc.)	g. Identify principal product or se	rvice
Inctor's office The above-named employer has engaged in and is engaging is subsection (1) of the National Labor Relations Act, and these affecting commerce within the meaning of the Act.	health care in unfair labor practices within the meaning unfair labor practices are unfair practices	of section 8(a),
On about (b) (6), (b) (7)(C), 2006, the above-naiscussing wages. Vithin the past six months, the above-name exercise of the rights guaranteed in Section	ed Employer has restrained :	and coerced employees in
egarding the discussion of wages. Full name of party filing charge (if labor organization, give full recognition)		
Full name of party filing charge (if labor organization, give full rol) (6), (b) (7)(C) Address (street and number, city, state and ZIP code) (6), (b) (7)(C)	name, including local name and number)	4b. Telephone No. (b) (6), (b) (7)(C) Fax No. (b) (6), (b) (7)(C)
Full name of party filing charge (if labor organization, give full roll) (6), (b) (7)(C) Address (street and number city, state and ZIP code) (6), (b) (7)(C) Full name of national or international labor organization of which by a labor organization.	name, including local name and number) ch it is an affiliate or constituent unit (to be	4b. Telephone No. (b) (6), (b) (7)(C) Fax No. (b) (6), (b) (7)(C)
Full name of party filing charge (if labor organization, give full rep) (6), (b) (7)(C) a. Address (street and number city, state and ZIP code) b) (6), (b) (7)(C) Full name of national or international labor organization of which by a labor organization.	name, including local name and number) ch it is an affiliate or constituent unit (to be 6. DECLARATION that the statements are true to the best of	4b. Telephone No. (b) (6), (b) (7)(C) Fax No. (b) (6), (b) (7)(C) filled in when charge is filed

FORM NLRB-501 (11-88)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

	RD	Sec
114		FORM EXEMPT UNDER 44 U.S.C 351:

DO NOT W	RITE IN THIS SPACE
Case	Date Filed
16-CA-25420	// 2/7/2007

INST	COL	ICT	rin.	NIC.
INS	ıĸı	16.	110	V.3.

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged

	OYER AGAINST WHOM CHARGE IS BROU	
a. Name of Employer		b. Number of workers employed 150
A&L Industrial Services, Inc.		
Address (Street, city, state, and ZIP code)	d. Employer Representative	e. Telephone No.
728 N. HWY 146	Joe	(281)470-9805
a Porte TX 77571-	Chavez	Fax No. (281)470-9899
Type of Establishment (factory, mine, wholesaler, etc., il refinery	g. Identify principal product or service contractor	
h. The above-named employer has engaged in and is and (list subsections)	s engaging in unfair labor practices within the mea	aning of section 8(a), subsections (1) of the National Labor Relations Act,
and these unfair labor practices are practices affect	cting commerce within the meaning of the Act.	
By the above and other acts, the above-named emplo	over has interfered with, restrained, and coerred emp	ployees in the exercise of the rights quaranteed in
By the above and other acts, the above-named emplo Section 7 of the Act. 3. Full name of party filing charge (if labor organization, b) (6), (b) (7)(C)		
Section 7 of the Act. 3. Full name of party filing charge (if labor organization, b) (6), (b) (7)(C)	, give full name, including local name and number)
Section 7 of the Act. 5. Full name of party filing charge (if labor organization, b) (6), (b) (7)(C) 6. Address (Street and number, city, state, and ZIP code.	, give full name, including local name and number	
Section 7 of the Act. 3. Full name of party filing charge (if labor organization,	, give full name, including local name and number	4b. Telephone No. (b) (6), (b) (7)(C) Fax No.
Section 7 of the Act. 5. Full name of party filing charge (if labor organization, b) (6), (b) (7)(C) 6. Address (Street and number, city, state, and ZIP code.	, give full name, including local name and number,	4b. Telephone No. (b) (6), (b) (7)(C)
Section 7 of the Act. 8. Full name of party filing charge (if labor organization, b) (6), (b) (7)(C) 1a. Address (Street and number, city, state, and ZIP code)	, give full name, including local name and number, de) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C) Fax No. () -
Section 7 of the Act. Full name of party filing charge (if labor organization, b) (6), (b) (7)(C) a. Address (Street and number, city, state, and ZIP cod) (6), (b) (7)(C) Full name of national or international labor organization.	(b) (6), (b) (7)(C) tion of which it is an affiliate or constituent unit (to	4b. Telephone No. (b) (6), (b) (7)(C) Fax No. () - be filled in when charge is filed by a labor

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

/www

FORM EXE	EMPT UNDER 44 U.S.C. 3512
	IN THIS SPACE
Case	Date Filed
16-CA-25425	2/12/07

INSTRUCTIONS

File an original and 4 copies of this charge with NLRS Regional Director for

the region in which the elleged unfair labor practice occurred	INST WHOM CHARGE IS BROUGHT	
a. Name of Employer	WITH CHARGE IS BROUGHT	b. Number of workers employed
Lattimore Materials Co.		300+
c. Address (street, city, state, ZIP code)	d. Employer Representative	e. Telephone No.
1700 Redbud Blvd., Suite 200, McKinney, TX 75069	Paul Rouse, VP Operations	972-221-4646
f. Type of Establishment (factory, mine, wholesaler, etc.)	g. Identify principal product or serv	lice
material supplier	redi-mix concrete and aggreg	unto.
h. The above-named employer has engaged in and is engaging in	unfeir labor practices within the meaning of	of section 8(a),
subsections (1) and (3) (5) of the National Labor Relations Ad	at, and these unfair labor practices are unfa	air practices
affecting commerce within the meaning of the Act. 2. Basis of the Charge (set forth a clear and concise statement of	the facts constitution the pileged unfelt lab	or practices)
of the Act for engaging in protected concerted activities Since on or about (a) (b) (c) (c) (c) 2007, it, by its officers, ager		requirements for taking a break. the employment of (D)(6), (D)(7)(C)
Since on or about February 2007, and at all times there; bargain collectively with Teamsters Local 745 by engag organization as bargaining agent by unilaterally implant interview, stricter enforcement of the requirements for to request permission to take a break prior to taking on By the above and other acts, the above-named employer	ing in conduct designed to undermiting the use of a questionnaire for a taking a break, and changing the page. these interfered with, restrained, and	ne the status of said labor employees during an investigative ast practice of requiring drivers
Since on or about February 2007, and at all times there; bargain collectively with Teamsters Local 745 by engag organization as bargaining agent by unilaterally implant interview, stricter enforcement of the requirements for to request permission to take a break prior to taking on By the above and other acts, the above-named employer exercise of the rights guaranteed in Section 7 of the Act.	ing in conduct designed to undermiting the use of a questionnaire for e taking a break, and changing the pre- e. hes interfered with, restrained, an	ne the status of said labor employees during an investigative ast practice of requiring drivers
Since on or about February 2007, and at all times there; bargain collectively with Teamsters Local 745 by engag organization as bargaining agent by unilaterally implant interview, stricter enforcement of the requirements for to request permission to take a break prior to taking on By the above and other acts, the above-named employer exercise of the rights guaranteed in Section 7 of the Act. 3. Full name of party filing charge (if labor organization, give full name).	ing in conduct designed to undermiting the use of a questionnaire for a taking a break, and changing the pre- bes interfered with, restrained, and me, including local name and number)	ne the status of said labor employees during an investigative ast practice of requiring drivers
Since on or about February 2007, and at all times there; bargain collectively with Teamsters Local 745 by engag organization as bargaining agent by unilaterally implant interview, stricter enforcement of the requirements for to request permission to take a break prior to taking on By the above and other acts, the above-named employer exercise of the rights guaranteed in Section 7 of the Act. 3. Full name of party filing charge (if labor organization, give full national Drivers, Warehousemen, and Helpers Local 74.	ing in conduct designed to undermiting the use of a questionnaire for a taking a break, and changing the pre- bes interfered with, restrained, and me, including local name and number)	ne the status of said labor employees during an investigative ast practice of requiring drivers d coerced employees in the
Since on or about February 2007, and at all times there; bargain collectively with Teamsters Local 745 by engag organization as bargaining agent by unilaterally implant interview, stricter enforcement of the requirements for to request permission to take a break prior to taking on By the above and other acts, the above-named employer exercise of the rights guaranteed in Section 7 of the Act. 3. Full name of party filing charge (if labor organization, give full national Drivers, Warehousemen, and Helpers Local 74. 4a. Address (street and number, city, state and ZIP code)	ing in conduct designed to undermiting the use of a questionnaire for a taking a break, and changing the pre- bes interfered with, restrained, and me, including local name and number)	the the status of said labor employees during an investigative ast practice of requiring drivers at coerced employees in the 4b. Telephone No. 214-398-0661 Fax No.
Since on or about February 2007, and at all times there; bargain collectively with Teamsters Local 745 by engag organization as bargaining agent by unilaterally implant interview, stricter enforcement of the requirements for to request permission to take a break prior to taking on By the above and other acts, the above-named employer exercise of the rights guaranteed in Section 7 of the Act. 3. Full name of party filing charge (if labor organization, give full na General Drivers, Warehousemen, and Helpers Local 74 4a. Address (street and number, city, state and ZIP code) 1007 Jonelle Street, Dallas, TX 75217	ing in conduct designed to undermiting the use of a questionnaire for estaking a break, and changing the present the present of the present o	the the status of said labor employees during an investigative ast practice of requiring drivers at coerced employees in the 4b. Telephone No. 214-398-0661 Fax No. 214-398-3216
Since on or about February 2007, and at all times there; bargain collectively with Teamsters Local 745 by engagorganization as bargaining agent by unilaterally implant interview, stricter enforcement of the requirements for to request permission to take a break prior to taking on By the above and other acts, the above-named employer exercise of the rights guaranteed in Section 7 of the Act. 3. Full name of party filing charge (if labor organization, give full national Drivers, Warehousemen, and Helpers Local 74. 4a. Address (street and number, city, state and ZIP code) 1007 Jonelle Street, Dallas, TX 75217 5. Full name of national or international labor organization of which by a labor organization. International Brotherhood of Teamsters	ing in conduct designed to undermiting the use of a questionnaire for a taking a break, and changing the particle. These interfered with, restrained, and me, including local name and number) S It is an affiliate or constituent unit (to be fill	the the status of said labor employees during an investigative ast practice of requiring drivers at coerced employees in the 4b. Telephone No. 214-398-0661 Fax No. 214-398-3216
Since on or about February 2007, and at all times there; bargain collectively with Teamsters Local 745 by engag organization as bargaining agent by unilaterally implant interview, stricter enforcement of the requirements for to request permission to take a break prior to taking on By the above and other acts, the above-named employer exercise of the rights guaranteed in Section 7 of the Act. 3. Full name of party filing charge (if labor organization, give full national Drivers, Warehousemen, and Helpers Local 74. 4a. Address (street and number, city, state and ZIP code) 1007 Jonelle Street, Dallas, TX 75217 5. Full name of national or international labor organization of which by a labor organization. International Brotherhood of Teamsters	ing in conduct designed to undermiting the use of a questionnaire for a taking a break, and changing the particle of the interfered with, restrained, and me, including local name and number) It is an affiliate or constituent unit (to be fill DECLARATION	the the status of said labor employees during an investigative ast practice of requiring drivers at coerced employees in the 4b. Telephone No. 214-398-0661 Fax No. 214-398-3216 led in when charge is filed
Since on or about February 2007, and at all times there; bargain collectively with Teamsters Local 745 by engagorganization as bargaining agent by unilaterally implant interview, stricter enforcement of the requirements for to request permission to take a break prior to taking on By the above and other acts, the above-named employer exercise of the rights guaranteed in Section 7 of the Act. 3. Full name of party filing charge (if labor organization, give full name General Drivers, Warehousemen, and Helpers Local 74: 4a. Address (street and number, city, state and ZIP code) 1007 Jonelle Street, Dallas, TX 75217 5. Full name of national or international labor organization of which by a labor organization. International Brotherhood of Teamsters 6. I declare that I have read the above charge and the	ing in conduct designed to undermiting the use of a questionnaire for a taking a break, and changing the particle of the interfered with, restrained, and me, including local name and number) It is an affiliate or constituent unit (to be fill DECLARATION at the statements are true to the best of my	the the status of said labor employees during an investigative ast practice of requiring drivers ast practice of requiring drivers ast practice of requiring drivers as the decrease of the de
Since on or about February 2007, and at all times there; bargain collectively with Teamsters Local 745 by engag organization as bargaining agent by unilaterally implant interview, stricter enforcement of the requirements for to request permission to take a break prior to taking on By the above and other acts, the above-named employer exercise of the rights guaranteed in Section 7 of the Act. 3. Full name of party filing charge (if labor organization, give full na General Drivers, Warehousemen, and Helpers Local 74: 4a. Address (street and number, city, state and ZIP code) 1007 Jonelle Street, Dallas, TX 75217 5. Full name of national or international labor organization of which by a labor organization. International Brotherhood of Teamsters 6. I declare that I have read the above charge and the	ing in conduct designed to undermiting the use of a questionnaire for a taking a break, and changing the particle of the interfered with, restrained, and me, including local name and number) It is an affiliate or constituent unit (to be fill DECLARATION at the statements are true to the best of my	the the status of said labor employees during an investigative ast practice of requiring drivers at coerced employees in the 4b. Telephone No. 214-398-0661 Fax No. 214-398-3216 led in when charge is filed
Since on or about February 2007, and at all times there; bargain collectively with Teamsters Local 745 by engag organization as bargaining agent by unilaterally implant interview, stricter enforcement of the requirements for to request permission to take a break prior to taking on By the above and other acts, the above-named employer exercise of the rights guaranteed in Section 7 of the Act. 3. Full name of party filing charge (if labor organization, give full national Drivers, Warehousemen, and Helpers Local 74: 4a. Address (street and number, city, state and ZIP code) 1007 Jonelle Street, Dallas, TX 75217 5. Full name of national or international labor organization of which by a labor organization. International Brotherhood of Teamsters 6. I declare that I have read the above charge and the	ing in conduct designed to undermiting the use of a questionnaire for a taking a break, and changing the particle of the interfered with, restrained, and me, including local name and number) It is an affiliate or constituent unit (to be fill DECLARATION at the statements are true to the best of my	the the status of said labor employees during an investigative ast practice of requiring drivers ast practice of requiring drivers ast practice of requiring drivers as the decrease of the de

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case 16-CA-25427

2/13/07

CHARGE AGAINST EMPLOYER

INSTRUCTIONS

(b) (6), (b) (7)(

File an original and 4 copies of this charge with NLRB Regional Director for

1. EMPLOYER AG a. Name of Employer			
	AINST WHOM CHARGE IS BROUGHT	b. Number of workers employed	
A due Total A de la			
Amarillo Pain Associates c. Address (street, city, state, ZIP code)	d. Employer Representative	e. Telephone No.	
o, riveress (street, oily, state, Air cooc)	u. Employer Representative	c. reichnotic Mo.	
1901 Medipark Suite 2002 Amarillo, Texas 79106	Terry Murphy, Office Administrator	806-353-4699	
f. Type of Establishment (factory, mine, wholesaler, etc.)	g. Identify principal product or ser	ervice	
doctor's office	health care	of parties 9(a)	
 The above-named employer has engaged in and is engaging subsections (1) of the National Labor Relations Act, and thes affecting commerce within the meaning of the Act. Basis of the Charge (set forth a clear and concise statement of the Charge). 	e unfair labor practices are unfair practices		
By the above and other acts, the above-named employ exercise of the rights guaranteed in Section 7 of the A		and coerced employees in the	
(b) (6), (b) (7)(C)	name, including local name and number)	4b. Telephone No.	
(b) (6), (b) (7)(C) 4a. Address (street and number, city, state and ZIP code)	name, including local name and number)	4b. Telephone No. (b) (6), (b) (7)(C) Fax No.	
 3. Full name of party filing charge (if labor organization, give full (b) (6), (b) (7)(C) 4a. Address (street and number, city, state and ZIP code) b) (6), (b) (7)(C) 5. Full name of national or international labor organization of whe by a labor organization. 		(b) (6), (b) (7)(C) Fax No.	

(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA

NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

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	DRM	EXEMPT	UNDER	44 U.S	.C. 3512
100	T W	RITE IN T	HIS SPA	CE	

Date Filed

Case 16-CA-25502

3/20/07

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director	for
the region in which the alleged unfair labor practice occurred or is occur	rina

a. Name of Employer		b. Number of workers employed	
ear Corporation		approximately 950	
c. Address (street, city, state, ZIP code)	d. Employer Representative	e. Telephone No.	
1501 E. Bardin Rd.; Arlington, TX 76018	Leonard Fox, Plant Manager	(817) 419-3000	
f. Type of Establishment (factory, mine, wholesaler, etc.)	g. Identify principal product or service		
 Factory h. The above-named employer has engaged in and is engaging in subsections (1) of the National Labor Relations Act, and these affecting commerce within the meaning of the Act. 		section 8(a),	
Since on or about 2006, it, through its or restrained and coerced, and is interfering with rerights guaranteed in Section 7 of the said Act, by documentation in retaliation for engaging in	straining and coercing (b) (b), (b), (b), (b), (c), (d), (d), (e), (e), (e), (e), (e), (e), (e), (e	in the exercise of medical	
		coerced employees in the	
exercise of the rights guaranteed in Section 7 of the Ac 3. Full name of party filing charge (if labor organization, give full ri (b) (6), (b) (7)(C)	t.		
By the above and other acts, the above-named employer exercise of the rights guaranteed in Section 7 of the Act 3. Full name of party filing charge (if labor organization, give full of (b) (6), (b) (7)(C) 4a. Address (street and number, city, state and ZIP code) (b) (6), (b) (7)(C)	t.	4b. Telephone No. (b) (6), (b) (7)(C) Fax No.	
3. Full name of party filing charge (if labor organization, give full of (b) (6), (b) (7)(C) 4a. Address (street and number, city, state and ZIP code) (b) (6), (b) (7)(C) 5. Full name of national or international labor organization of which by a labor organization. AMAM 129	name, including local name and number)	4b. Telephone No. (b) (6), (b) (7)(C) Fax No.	

FORM NLR8-501 (11-88)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

566
FÖRM EXEMPT UNDER 44 U.S C 3512

		Section 1981			
DO	NOT	WRITE	IM	THIS	CDACE
DU	1401	MINIT	11.4	11113	STAU

Case

Date Filed

11

16-CA-25507

3/26/2007

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurring

a. Name of Employer	R AGAINST WHOM CHARGE IS BROU	b. Number of workers employed
A&I, Industrial Services, Inc.		150
c. Address (Street, city, state, and ZIP code)	d. Employer Representative	e. Telephone No.
1728 N. HWY 146	Joe	(281)470-9805
La Porte TX: 77571-	Chavez	Fax No. (281)470-9899
Type of Establishment (factory, mine, wholesaler, etc.)	g. Identify principal product or service contractor	
 The above-named employer has engaged in and is engand (list subsections) 	gaging in unfair labor practices within the me	aning of section 8(a), subsections (1) of the National Labor Relations Act,
and these unfair labor practices are practices affecting	commerce within the meaning of the Act.	
On or abou (b) (6), (b) (7)(C) 2007, the above-named employees would be arrested if were to ever set foot on any	y Shell facility.	r Park security guard to tell
- Y ³		
y.		*
By the above and other acts, the above-named employer h Section 7 of the Act.	as interfered with, restrained, and coerced emp	oloyees in the exercise of the rights guaranteed in
By the above and other acts, the above-named employer h Section 7 of the Act. 3. Full name of party filing charge (if labor organization, give	100mg 1000 0 100 100 100 100 100 100 100 100	Association of the Comment of the Co
By the above and other acts, the above-named employer h Section 7 of the Act. 3. Full name of party filing charge (if labor organization, give (b) (6), (b) (7)(C) 4a. Address (Street and number, city, state, and ZIP code)	100mg 1000 0 100 100 100 100 100 100 100 100) 4b. Telephone No.
By the above and other acts, the above-named employer h Section 7 of the Act. 3. Full name of party filing charge (if labor organization, give (b) (6), (b) (7)(C) 4a. Address (Street and number, city, state, and ZIP code)	full name, including local name and number	4b. Telephone No. (b) (6), (b) (7)(C)
By the above and other acts, the above-named employer h Section 7 of the Act. 3. Full name of party filing charge (if labor organization, give b) (6), (b) (7)(C) 4a. Address (Street and number, city, state, and ZIP code)	100mg 1000 0 100 100 100 100 100 100 100 100	4b. Telephone No. (b) (6), (b) (7)(C) Fax No.
By the above and other acts, the above-named employer h Section 7 of the Act. 3. Full name of party filing charge (<i>if labor organization</i> , give (b) (6), (b) (7)(C)	full name, including local name and number (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C) Fax No. () -
By the above and other acts, the above-named employer h Section 7 of the Act. 3. Full name of party filing charge (if labor organization, give (b) (6), (b) (7)(c) 4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C) 5. Full name of national or international labor organization or organization) (b) (6), (b) (7)(C) and the above charge (b) (b) (6), (b) (7)(C) (c) (c) (c) (c) (c) (c) (c) (c) (c) (c	(b) (6), (b) (7)(C) f which it is an affiliate or constituent unit (to	4b. Telephone No. (b) (6), (b) (7)(C) Fax No. () - be filled in when charge is filed by a labor
By the above and other acts, the above-named employer h Section 7 of the Act. 3. Full name of party filing charge (if labor organization, give b) (6), (b) (7)(C) 4a. Address (Street and number, city, state, and ZIP code) (6), (b) (7)(C) 5. Full name of national or international labor organization or organization) (b) (6), (b) (7)(C) and the above charge (b) (c) (c) (c) (c) (c) (c) (c) (c) (c) (c	(b) (6), (b) (7)(C) f which it is an affiliate or constituent unit (to 6. DECLARATION and that the statements are true to the	be filled in when charge is filed by a labor best of my knowledge and belief. An Individual (Print/type name and title or office, if any)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

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	ORM.	EXEMPT	UNDER	44 U.S.	C. 3512
1000	COT 186	NAME - 181 - 7	title ce	Street Williams	

DO NOT WRITE IN THIS SPACE

Case Date Filed

16-CA-25509 3/16/07

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Direc	tor for
the region in which the alleged unfair labor practice accurred or is or	Curring

the region in which the alleged unial rabor practice occurred	INST WHOM CHARGE IS BROUGHT	
a. Name of Employer	WHOW CHARGE IS BROOGHT	b. Number of workers employed
Austin Buides and Boad		
Austin Bridge and Road c. Address (street, city, state, ZIP code)	d. Employer Representative	e. Telephone No.
C. Address (street, City, State, ZIF Code)	u. Employer Representative	e. Telephone No.
2620 Pavillion Parkway; Texarkana, TX 75503	Randall Rosenbaum	(903) 334-7427
ype of Establishment (factory, mine, wholesaler, etc.) g. Identify principal product or so		rvice
onstruction bridges and roads		
n. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning subsections (1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of	the facts constituting the alleged unfair la	abor practices)
By the above and other acts, the above-named employer exercise of the rights guaranteed in Section 7 of the Ac		and coerced employees in the
exercise of the rights guaranteed in Section 7 of the Access of the Access of the rights guaranteed in Section 7 of the Access o	t.	
exercise of the rights guaranteed in Section 7 of the Act	t.	4b. Telephone No. (b) (6), (b) (7)(C) Fax No.
exercise of the rights guaranteed in Section 7 of the Access of the Access of the rights guaranteed in Section 7 of the Access o	t. name, including local name and number)	4b. Telephone No. (b) (6), (b) (7)(C) Fax No.

INTERNET FORM NURB-601 (11-84)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

	FORM EXEMPT UNDER 44 U.S.C. 3512
DO NOT WRIT	E III THIS SPACE
Case	Cule Filed
16-CA-25532	Apr 9, 2007

INS	RL	СТ	IONS:

lie an original and 4 copies of this charge with N coursed or is occurring.	ILRB Regional Director for the region in	which the alleged unfair labor practice
1. EMPLO	YER AGAINST WHOM CHARGE IS BROUGHT	
. Name of Employer		b. Number of Workers Employed
Felenetwork Parmers Lid.		60
D. Address (Street, City, State, ZIP, Code)	d. Employer Representative	e. Taluphone No. (\$12)'07-3100 ext. 1520
208 South Guadalupo Street San Marcos, Texas 78666-6332	Andrew Jacks	Fab No. 866-240-5829
r. Type of Establishment (factory, mine, wholesaler, etc.)	g. Identify Principal Product or Service internet technical support	
n. The above-named employer has engaged in and is engage subsections)	ng in unfair labor practices within the magning of S	action B(e), subsections (1) and filet abor Relations Act, and these unfell labor
practices are unfeir practices affecting commerce within the		
b) (6), (b) (7)(C) In retaliation for ong		
By the above and other acts, the above-named employe guaranteed in Section 7 of the Act.	r has interfered with, restrumed, and coerced t	imployees in the exercise of the rights
3. Full name of party filing charge (Flabor organization, give t	lell name, including local name and number)	
Lucy Parsons General Membership Branch of the Inc	dustrial Workers of the World	
le. Address (street and number, dity, State, and ZIP Cade)		4b. Tejsphone No.
P.O. Box 301862 Austin, Texas 78703-1862		(S12)921-5269 Feet No.
	Alab h le a- attillate	(512)47 (-6535
s. Full name of netional or intermetional tabor organization of windustrial Workers of the World	wich it is du stuitste et columentaties fils (so de yneg.	m when charge is used by a tabor organization)
declare that I have read the above charg	6. DECLARATION po and that the statements are true to the best	of my knowledge and ballef.
y diameter	Branci	Secretary Transucer
Signature of representative or person making chair	rga) Fex Np. (512)47	(Tate,if eny)
Same as 4(a)	(512)921-5269	April 6, 2007
	(Telephi	one No.) Date

CHARGE AGAINST EMPLOYER

FORM NLRB-501 (11-99) UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD DO NOT WRITE IN THIS SPACE

Case 16-CA-25553

Dale Filed // Apr 18, 2007

FORM EXEMPT UNDER 44 U.S.C 3512

INST	ъ	100	rio.	MIC.
IN 3		-	ш	10.

	1. EMPLOYER	R AGAINST WHOM CHARGE IS BROU	GHT
Name of Employer			b. Number of workers employed
roprep LTD		+ (-	4
Address (Street, dity, stat	a, and ZIP code)	d. Employer Representative	e. Telephone No.
946 Shield Drive	ALLENAN MARKET	Limec	(830)708-4614
cw Braunfels	Tx 78130-	Cannon	Fax No.
Type of Establishmani <i>(lac</i>	dory, mine, wholesaler, etc.)	g. Identify principal product or service floor finishing	10.
and (list subsections)		paging in unfair labor practices within the mea	aning of section 8(a), subsections (1) of the National Labor Relations Act,
and these unfair labor	practices are practices affecting	commerce within the meaning of the Act.	
Full name of party filing of		tic into dered with, restrained, and coursed emp full name, including local name and number	
Section 7 of the Act.		The state of the s	
Full name of party filing of (6), (b) (7)(C)	harge (if labor organization, give	The state of the s	
Section 7 of the Act. Full name of party filing of (6), (b) (7)(C) Address (Street and num.	harge (if labor organization, give	The state of the s) 4b. Telephone No.
Section 7 of the Act. Full name of party filing c (6), (b) (7)(C) Address (Street and num) (6), (b) (7)(C	harge (if lebor organization, give nber, city, state, and ZIP code)	full name, including local name and number	(b) (6), (b) (7)(C) Fax No. () ~
Section 7 of the Act. Full name of party filing c (6), (b) (7)(C) Address (Street and num) (6), (b) (7)(C	harge (if lebor organization, giveniber, city, state, and ZIP code)	full name, including local name and number	(b) (6), (b) (7)(C) Fax No. () - be filled in when charge is filed by a labor

INTERNET (11 84)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

	FORM EXEMPT UNDER 44 U.S.C. 3512
DO NOT WOIT	THE THIS ABOUT
DO VOL MIGHT	IN THIS SPACE
	Date Filed

INST		

CHARGE AGAINST EM		Case	Date Filed
	FLOTER	16-CA-25554	Apr 18, 2007
INSTRUCTIONS: File an original and 4 coples of this charge with NLRI	Regional Directo	r for the region in which	
occurred or is occurring.	D Keglonal Directo	to tot the telepost in autoi	the aneged office table practice
4	R AGAINST WHOM C	HARGE IS BROUGHT	
a. Name of Employer			b. Number of Workers Employed
Sanders Electric			1
· · · · · · · · · · · · · · · · · · ·			10
t. Address (street, city, State, ZIP, Code)	d. Employer Rep	PESENTATIVE	6. Telephone No. (512)251-2244
392 Courtness Way	Mark Sanders	•	Fex No.
Georgetown, TX 78626	TOTAL COLUMN		[512]251-3661
1. Type of Establishment (factory, mina, wholesafer, etc.)	g. Identily Princin	al Product or Service	
Electrical Contractor	Lilectrical Con		
n. The above-named employer has engaged in and is engaging in		mf s	(A), subsections (1) and (ist
subxections)	· · · · · · · · · · · · · · · · · · ·		elations Act, and these unfair labor
practices are unfair practices affecting commerce within the m	saning of the Act.		
2. Resis of the Charge (set forth a clear and concise statement of	f the facts constituting	the alleged unfair labor practice	13.)
			i
Within the six month period prior to the filling of this ch	arce, the above-min	ned employer, through its o	officers, arouts undfor representatives
unlawfully threatened to call the police on employees in	order to restrain an	d coerce them in the exerc	ise of the rights guaranteed in
Section 7 of the Act,			
			(b) (6), (b) (7)(C)
Within the six month period prior to the filing of this ch			schurged employees
(b) (6), (b) (7)(C)	for ea	ngaging in protected, conc	cried activity.
By the above and other acts, the above-named employer	t lane interferedlit.	amuterdarial confiancement as	malarian in the model of the state
guaranteed in Section 7 of the Act.	nas interterett with	, restrained, and cocreed e	infunyees in the exercise of the fights
			11
By the shove and other acts, the above-named employer he	us interfered with, ros	trained, and coerced employ	ees in the exercise of the rights
guaranteed in Section 7 of the Act.			
3 Full name of party filing charge (# labor organization, give full n		me and number)	•••
International Brotherhood of Flectrical Workers Local t	Inion 520		
da. Address (street end number, city, Stele, and ZIP Code)			4b. Telephone No.
4818, E. Ben White Blvd.			(512)326-9540
Austin, TN 787-11			Fax No.
5. Full name of national or international labor organization of white	h It is on affiliate or one	and the second second	(512)326-9596
International Brotherhood of Electrical Workers, AFL-C		PERMANENTAL TO DE USO M. MILO	u euerda is isad bh e isbot oldsistsnoul
The state of the s	ــــــــــــــــــــــــــــــــــــــ		
1 American Colonia	6. DECLARATIO		
I declare that I have that the above sharge a	and that the statement	is are true to the best of my	enowledge and belief.
my fellouf & fungites		Michael Mu	գրլիչ
(Signature of representative or person making charge,			(Title if any)
4518 E. Ben White Blvd., Mistle, TX 78741		Fax No. (512)32(1-959	96
Addyess		(512)326-9540	April 18, 2007

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

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j	ORM	EXEMPT	UNDER	44 U.S.C.	351

CHARGE AGAINST EMPLOYER

INSTRUCTIONS CHARGE AGAINST EMPLO

DO NOT WRITE IN THIS SPACE	
Case 16-CA- 2556 1	April 23,2007

	WHOM CHARGE IS BROUGHT	
a. Name of Employer Ameripath		b. Number of workers employed approximately 100 +
c. Address (street, city, state, ZIP code) 14275 Midway Road, Fourth Floor, Addison, TX 75001	d. Employer Representative Dennis Osha, H.R. Director	e. Telephone No. 972-4300
f. Type of Establishment (factory, mine, wholesaler, etc.)	g. Identify principal product or se	rvice
h. The above-named employer has engaged in and is engaging in unfa National Labor Relations Act, and these unfair labor practices are unfair 2. Basis of the Charge (set forth a clear and concise statement of the following control of the Charge (set forth a clear and concise statement of the following control of the Charge (set forth a clear and concise statement of the following control of the Charge (set forth a clear and concise statement of the following control of the Charge (set forth a clear and concise statement of the following control of the Charge (set forth a clear and concise statement of the following control of the Charge (set forth a clear and concise statement of the following control of the Charge (set forth a clear and concise statement of the following control of the Charge (set forth a clear and concise statement of the following control of the Charge (set forth a clear and concise statement of the following control of the Charge (set forth a clear and concise statement of the following control of the Charge (set forth a clear and concise statement of the following control of the Charge (set forth a clear and concise statement of the following control of the Charge (set forth a clear and concise statement of the following control of the Charge (set forth a clear and concise statement of the following control of the Charge (set forth a clear and concise statement of the following control of the Charge (set forth a clear and concise statement of the following control of the charge (set forth a clear and concise statement of the following control of the charge (set forth a clear and concise statement of the following control of the charge (set forth a clear and concise statement of the following control of the charge (set forth a clear and concise statement of the following control of the charge (set forth a clear and concise statement of the following control of the charge (set forth a clear and concise statement of the following control of the charge (set forth a clear and concise statement o	r practices affecting commerce within acts constituting the alleged unfair learneafter, the above named caliation) against employed nization, and because of over has interfered with, respectively.	employer through its officers, (b) (6), (b) (7)(C) percause of protected concerted
3. Full name of party filing charge (if labor organization, give full name,	including local name and number)	
(b) (6), (b) (7)(C)		dh Talambana Na
4a. Address (street and number, city, state and ZIP code) (b) (6), (b) (7)(C)		(b) (6), (b) (7)(C) FAX
5. Full name of national or international labor organization of which it is by a labor organization). N/A		filled in when charge is filed
(b) (6), (b) $(7)(C)^{nd \text{ that th}}$	CLARATION e statements are true to the best of	my knowledge and belief. an Individual
Signature or representative or person making charge Address (b) (6), (b) (7)(C)	Telephone No. (b) (6), (b) (7)(C)	Date April 16, 2007

FAX

FORM EXEMPT UNDER 44 U.S.C. 351

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

FUNIVI EXC	WET UNDER 44 U.S.C. 331
DO NOT WRITE	IN THIS SPACE
Case 16-CA-25605	Date Filed 5/18/07

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Region the region in which the alleged unfair labor practice occurred	nal Director for I or is occurring. NINST WHOM CHARGE IS BROUGHT	TO/DIM
a. Name of Employer	INST WHOM CHARGE IS BROUGHT	b. Number of workers employed
Tune Up Masters		2
c. Address (street, city, state, ZIP code)	d. Employer Representative	e. Telephone No.
1913 Berry Street, Fort Worth, TX 76110	Jack Mazek, Regional Manager	817-922-8884
f. Type of Establishment (factory, mine, wholesaler, etc.)	g. Identify principal product or se	ervice
service	automobile repair	
h. The above-named employer has engaged in and is engaging in subsections (1) and of the National Labor Relations Act, and affecting commerce within the meaning of the Act.	n unfair labor practices within the meaning	
interfering with, restraining and coercing (b) (6), (b) (7)(terminating employment because of protected, of the above and other acts, the above-named employeexercise of the rights guaranteed in Section 7 of the Ac	concerted activities. er has interfered with, restrained,	
3. Full name of party filing charge (if Ia (b) (6), (b) (7)(C) (b) (b) (6), (b) (7)(C)	6), (b) (7)(C)	
4a. Address (street and number, city, state and ZIP code)		4b. Telephone No.
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)
Full name of national or international labor organization of whice by a labor organization.	ch it is an affiliate or constituent unit (to be	e filled in when charge is filed
	DECLARATION that the statements are true to the best of Title Tit	f my knowledge and belief. aπ individual
Signature of representative (b) (6), (b) (7)(C) Address	Telephone No. Fax No.	Date 5-15-07
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	

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P.01/01

FORM NLRB-60'

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

CORD Data Flood

16-CA-25636 June 6, 2007

	AINST WHOM CHARGE IS BROUGHT	
Name of Employer Auto Truck Transport		b. Number of workers employed 50+
c. Address (street, city, state, ZIP code)	d. Employer Representative	e. Telephone No.
1202 Carriers Drive	Pablo Pineda	956-712-8588
Laredo, TX 78045		Fact No.
Type of Ensemblehment (factory, mine, wholesalar, etc.)	g. Identify principal product of se	MID
auto transport facility	automobile transport	
h. The above-named employer has engaged in and is engaging subsections (1) and (3) of the National Lebor Religions Act, affecting commerce within the meaning of the Act.	그래요 그 사람이 아니는 아이들은 아이들이 아니는 그 아이들이 아니는 그 때문에 다른 사람이 없다.	
Since on or about (b) (6), (b) (7)(C) 2006, the above use discriminated against (b) (6), (b) (7)(C) by term	named comployer, by its officer	s, agents, and representatives
	inating in retaliation for	prior reports of harassment
and other protected, concerted activities.		
By the above and other acts, the above-named o	molover has interfered with, re-	strained, and coerced
		strained, and coerced
		strained, and coerced
		strained, and coerced
employees in the exercise of the rights guarante	ed in Section 7 of the Act.	strained, and coerced
employees in the exercise of the rights guarante. Full name of only filing charge (# labor organization, give full b) (6), (b) (7)(C)	ed in Section 7 of the Act.	
employees in the exercise of the rights guarante	ed in Section 7 of the Act.	strained, and coerced (b) (6), (b) (7)(C)
Employees in the exercise of the rights guarante Full name of only filing charge (it labor organization, give full) (6), (b) (7)(C)	ed in Section 7 of the Act.	Ab Talenhone No
Employees in the exercise of the rights guarantee. Full name glossy filing charge (it labor organization, give full b) (6), (b) (7)(C) Address (street and number, city, state and ZIP code) (b) (6), (b) (7)(C)	neme, including local name and number)	(b) (6), (b) (7)(C)
Employees in the exercise of the rights guarantee. Full name of carry filling change (if labor organization, give full b) (6), (b) (7)(C) Address (street and number, city, stage and ZIP code) (b) (6), (b) (7)(C)	neme, including local name and number)	(b) (6), (b) (7)(C)
Employees in the exercise of the rights guarantee. Full name of party filing charge (it labor organization, give full b) (6), (b) (7)(C) D) (6), (b) (7)(C) D) (6), (b) (7)(C) D) (6), (b) (7)(C) Full name of national or international labor organization of which by a labor organization.	neme, including local dame and number) to it is an affiliate or constituent unit (to be	(b) (6), (b) (7)(C) Fax ND. filled in when charge is filed
Employees in the exercise of the rights guarantees. 3. Full name of varieting charges (it labor organization, give full of (6), (b) (7)(C) 42. Address (street and number, city, state and ZIP code) (b) (6), (b) (7)(C) 5. Full name of national or international labor organization of while by a labor organization.	neme, including local dame and number)	(b) (6), (b) (7)(C) Fax No. (illed in when charge is filed
Employees in the exercise of the rights guarantees. 3. Full name of vary filing charge (if labor organization, give full b) (6), (b) (7)(c) 43. Address (street and number, only, state and ZIP code) (b) (6), (b) (7)(C) 5. Full name of national or international labor organization of which by a labor organization.	name, including local name and number) Ich it is an affiliate or constituent unit (to be 8. DECLARATION that the statements are true to the best of	(b) (6), (b) (7)(C) Faces. (il)ed in when charge is filed my knowledge and bellaf.
(b) (6), (b) (7)(C) 5. Full name of national or intermedional labor organization of while by a labor organization. (b) (6), (b) (7)(C) (args and service)	name, including local name and number) Ich it is an affiliate or constituent unit (to be 8. DECLARATION that the statements are true to the best of	(b) (6), (b) (7)(C) Fax No. (illed in when charge is filed

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

& D	Sec
	EMPT UNDER 44 U.S.C. 351
DO NOT WRITE	E IN THIS SPACE
Case	Date Filed
16-CA-25646	6/11/2007

CHARGE AGAINST EMPLOYER

INICA	COL	OT	-	214
INST	RU		w	NO

File an original and 4 copies of this charge with NLRB Region	onal Director for
the region in which the alleged unfair labor practice occurre	ed or is occurring

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UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case 16-CA-25661 Date Filed 6/15/07

INSTRUCTIONS

(b) (6), (b) (7)(C

("c"16-OB-7501.)
File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor work!

CHARGE AGAINST EMPLOYER

the region in which the alleged unfair labor practice occurred	INST WHOM CHARGE IS BROUGHT	
a. Name of Employer	WINDS WINDS OF PAGE 13 BROUGHT	b. Number of workers employed
		Approx. 1000
United Technologies Carrier Corporation c. Address (street, city, state, ZIP code)	d. Employer Representative	e. Telephone No.
1700 E Duncan St	Jackie Gordon, HR Manager	(903) 510-7300
Tyler, TX 75701 f. Type of Establishment (factory, mine, wholesaler, etc.)	g. Identify principal product or service	
1, Type of Establishment (ractory, mine, wholesaler, etc.)		
Manufacutring	Air Conditioning Products	
h. The above-named employer has engaged in and is engaging in subsections (1) and (3) of the National Labor Relations Act, a affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of	the facts constituting the alleged unfair labor	practices)
By the above and other acts, the above-named emple exercise of the rights guaranteed in Section 7 of the Act		, and coerced employees in the
	name, including local name and number)	
	name, including local name and number)	(b) (6) (b) (c)
b) (6), (b) (7)(C) 4a. Address (street and number, city, state and ZIP code)	name, including local name and number)	(b) (6), (b) (7)(C)
 Full name of party filing charge (if labor organization, give full nb) (6), (b) (7)(C) Address (street and number, city, state and ZIP code) (6), (b) (7)(C) Full name or national or international labor organization of which by a labor organization. 		Fax No.

FORM EXEMPT UNDER 44 U.S.C. 3512

6/19/07

DO NOT WRITE IN THIS SPACE

Date Filed

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice

Case

16-CA-25665

1. EMPLOYER	R AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer TELEPERFORMANCE(MERKAFON INTERNATION	IAL, LTD., AND MERKAFON MANAGEMEN	b. Number of Workers Employed N 300 TO 600
c. Address (street, city, State, ZIP, Code)	d. Employer Representative	e. Telephone No.
1701 S. CLOSNER BLVD, SUITE A EDINBURG, TEXAS 78539	MR. CESAR FLORES, HR MANAGER	956-388-8500 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) CALL CENTER	g. Identify Principal Product or Service WIRELESS CUSTOMER SERVICE, AM	ERIGROUP-STATE MEDICAL
h. The above-named employer has engaged in and is engaging in subsections) ALL practices are unfair practices affecting commerce within the m	of the National Labor Rela), subsections (1) and (list tions Act, and these unfair labor
2. Basis of the Charge (set forth a clear and concise statement of	f the facts constituting the alleged unfair labor practices.)
ON OR ABOUT (6) (6) (7)(6) 2007, ABOVE NAMED EM	PLOYER TELEPERFORMANCE (MERKAFO	ONE INTERNATIONAL, LTD.,
AND MERKAFON MANAGEMENT CORPORAION,	GENERAL PARTNER), BY OFFICERS, AGE	ENTS, AND SUPERVISORS,
MANAGERS DISCRIMINATED AGAINST IT'S EMP	PLOYEE,(b) (6), (b) (7)(C), WROTE UP AN	ND ISSUED A FINAL
WARNING		
FOR ENGAGING IN A PROTECTED CONCERTED	ACTIVITY IN VIOLATION OF NLRA.	
By the above and other acts, the above-named employer haguaranteed in Section 7 of the Act.	es interfered with, restrained, and coerced employee	es in the exercise of the rights
 Full name of party filing charge (if labor organization, give full note) (b) (6), (b) (7)(C) 	name, including local name and number)	
4a. Address (street and number, city. State, and ZIP Code) (6), (b) (7)(C)	(b)	(b), (b) (7)(C) Fax No.
Full name of national or international labor organization of which	b it is an affiliate or constituent unit (to be filled in when o	
5. Full name of national of international labor organization of which	THE IS AN ARMINIATE OF CONSCIOUS IN UTILE (TO DE MINES IN WHEN E	
$_{(b),(6),(b),(7)(C)_{13}}(b),(6),(b),(7)(6)$	6. DECLARATION hat the statements are true to the best of my kn	(b) (6), (b) (7)(
Ву	(b) (6), (b) (7)(C)), (b) (7)(C)
resentative or person making charge,	Fax No.	(Inte, rany)
Address (D) (O), (D) (7)(C)	(b) (6), (b) (7)(C) (Telephone No.)	6 JUNE 2007 Date

INTERNET FORM NLRB-501 (8-07)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

.

FORM EXEMPT UNDER 14 U.S.C 3512

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
16-CA-25692	Jul 10, 2007

INSTRUCTIONS:

10-CA-Z3692

Jul 10, 2007

File an original together with four copies and a copy for each additional charged party named in Item 1 with NLRB Regional Director for the region in which the alleged

1, EMPLOYE	R AGAINST WHOM CHARGE IS BROUG	
a. Name of Employer UNITED STATES POSTAL SERVICE		b. Number of workers employed
. Address (Street, city, state, and ZIP code) 10330 DESERT SANDS SAN ANTONIO, TEXAS. 78216	d. Employer Representative MIKE MORENO YVONNE LOPEZ	e. Telephone No. 210-341-2136 Fax No.
Type of Establishment (factory, mine, wholeeafer, etc.) U.S. MAIL DELIVERY FACILITY	g. Identify principal product or service U.S. MAIL DELIVERY	
The above-named employer has engaged in and is engaged and (fist subsections) 3, 4,5 unfair labor practices are practices affecting commerce commerce within the meaning of the Act and the Postal	within the meaning of the Act, or these un	of the National Labor Relations Act, and these
B. On (2016) (1) (2) (2) (3) (4) (5) (6) (7) (7) (7) (8) (6) (1) (1) (1) (1) (1) (1) (1) (1) (1) (1		
grievance for union members. Requesting for infongiven if given limits time for union stewards to gric circumvent the grievance procedure article 15 of the D. The behavior of managers toward the craft employed at Nimtz Post Office for exercise on all the employees at Nimtz Post Office for exercise.	mation to represent union member releve issue. This unfair practice is one of national agreement. Sources have been hostile an has been in	of many lectics management uses to
grievance for union members. Requesting for infongiven if given limits time for union stewards to griecircumvent the grievance procedure article 15 of the D. The behavior of managers toward the craft employed at Nimtz Post Office for exercing the complexes at Nimtz Post	mation to represent union member releve issue. This unfair practice is one of a national agreement. Sowers have been hostile an has been relising their union rights.	ly on a 14 day time limit to grieve, when of many tectics management uses to reported, their actions are based on retaliation
grievance for union members. Requesting for infongiven if given limits time for union stewards to grie circumvent the grievance procedure article 15 of the D. The behavior of managers toward the craft employed at Nimtz Post Office for exercise the employed at Nimtz Post Office for exercise. Full name of party filing charge (if labor organization, give	mation to represent union member releve issue. This unfair practice is one of a national agreement. Sowers have been hostile an has been relising their union rights.	ly on a 14 day time limit to grieve, when of many tectics management uses to reported, their actions are based on retaliation
grievance for union members. Requesting for infongiven if given limits time for union stewards to grie circumvent the grievance procedure article 15 of the D. The behavior of managers toward the craft employed on all the employeds at Nimtz Post Office for exercise NALC BRANCH 421 4. Address (Street and number, city, state, and ZIP code) 125 W. GRAYSON SAN ANTONIO, TEXAS. 78212	mation to represent union member releve issue. This unfair practice is one of a national agreement. Sowers have been hostile an has been using their union rights.	y on a 14 day time limit to grieve, when of many tectics management uses to reported, their actions are based on retaliation of their actions are based on retaliation (210-227-0128). Fax No. 210-226-8119
grievance for union members. Requesting for infongiven if given limits time for union stewards to grie circumvent the grievance procedure article 15 of the D. The behavior of managers toward the craft employed on all the employeds at Nimtz Post Office for exercise NALC BRANCH 421 4. Address (Street and number, city, state, and ZIP code) 125 W. GRAYSON SAN ANTONIO, TEXAS. 78212 5. Full name of national or international labor organization of	mation to represent union member releve issue. This unfair practice is one of a national agreement. loyees have been hostile at has been relising their union rights. full name, including local name and number of the property of the prop	y on a 14 day time limit to grieve, when of many tectics management uses to reported, their actions are based on retaliation of their actions are based on r
grievance for union members. Requesting for infongiven if given limits time for union stewards to grie circumvent the grievance procedure article 15 of the D. The behavior of managers toward the craft employed on all the employeds at Nimtz Post Office for exercise NALC BRANCH 421 S. Full name of party filing charge (if labor organization, given NALC BRANCH 421 S. Address (Street and number, city, state, and ZIP code) 125 W. GRAYSON SAN ANTONIO, TEXAS. 78212 S. Full name of national or international labor organization organization) NATIONAL ASSOCIATION OF LETT.	mation to represent union member releve issue. This unfair practice is one of a national agreement. loyees have been hostile as has been relising their union rights. full name, including local name and number of their was affiliate or constituent unit of ER CARRIERS 6. DECLARATION and that the statements are true to the statements are true to the statements.	y on a 14 day time limit to grieve, when of many tectics management uses to reported, their actions are based on retaliation of their actions are based on retaliation of their actions. 46. Telephone No. 210-227-0128 Fax No. 210-226-8119

FORM NLRB-501 (8-07)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

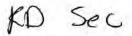
FORM EXEMPT UNDER 44 U.S.C. 35 DO NOT WRITE IN THIS SPACE	
16-CA-25718	8/1/07

INSTRUCTIONS

File an original and 4 copies of this charge for e	ach additional charged party named in Item	n 1 with NLRB Rogional	Director for the region in w	vhich the alleged
unfair labor practice occurred or is occurring.				

a. Name of Employer Performance Contractors, Inc. C. Address (street, city, state, ZIP code) P.O. Box 83630 Baton Rouge, LA 70884-3630 (Type of Establishment (factory, mine, wholesaler, etc.) Contractor In above-named employer has engaged in and is engeging in unfair labor practices within the meaning of section 8(s), subsections (1) and (lets subsections) And (lets subsections) And (lets subsections) And (lets subsections) And (lets representative practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices. Since on or about the affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair labor practices affecting entangles and coercide and coerced and is interfered with, restrained and coerced and in the meaning of the Act	unfair labor practice occurred or is occurring.	INST WHOM CHARGE IS BROUGHT	
d. Employer Representative Boo Detaine 225-751-4156 Fea No. 1. Type of Establishment (factory, mine, wholesaler, etc.) Contractor 1. Type of Establishment (factory, mine, wholesaler, etc.) Contractor 1. Type of Establishment (factory, mine, wholesaler, etc.) Contractor 1. The above-named employer has engaged in and is engaging in unfair liabor practices within the meaning of section 8(a), subsections and (list subsections) 1. The above-named employer has engaged in and is engaging in unfair liabor practices within the meaning of section 8(b), subsections (1) of the National Labor Relations Act, and these unfair liabor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since on or about the contraction of the Act of the facts constituting the alleged unfair labor practices is interfering with, restraining and coercing (b) (a), (b) (7)(C) In the exercise of their rights guaranteed in Section 7 of the Act by constructively discharging there because of their protected, concerted activities. 3. Full name of party filing charge (if liabor organization, give full name, including local name and number) 20(b) (c), (b) (7)(C) 3. Address (street and number, city, state and ZIP code) (b) (d), (e), (f), (f), (f), (f), (f), (f), (f), (f	a. Name of Employer Performance Contractors, Inc.	INST WHOM CHARGE IS BROOMIN	
Industrial construction In The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (lest subsections). In the National Labor Relations Act, and these unfair practices affecting commerce within the meaning of the Act, or those unfair labor practices are unfair practices are unfair practices attenting commerce within the meaning of the Act and the Postal Reorganization Act. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since on or about the practices of the Act of the Act of the act of the facts constituting the alleged unfair labor practices) Since on or about the practices of the Act of t	c. Address (street, city, state, ZIP code) P.O. Box 83630 Baton Rouge, LA 708884-3630		e. Telephone No. 225-751-4156
and (list subsactions)	f. Type of Establishment (factory, mine, wholesaler, etc.) Contractor		Mice
Since on or about the property of the property of the protected and coerced and is interfered with, restrained and coerced and is interfered with, restrained and coerced and is interfered with, restrained and coerced and in the exercise of their rights guaranteed in Section 7 of the Act by constructively discharging them because of their protected, concerted activities. 3. Full name of party filing charge (if labor organization, give full name, including local name and number) 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) 6. DECLARATION 6. DECLARATION 6. DECLARATION 7. An individual Printly pe name and title or office, if any) 1. An individual Printly pe name and title or office, if any) 1. Telephone No. (D)	and (list subsections)unfair practices affecting commerce w	of the National Le	bor Relations Act, and these
(b) (6), (b) (7)(C) 4a. Address (street and number, city, state and ZIP code) (b) (6), (b) (7)(C) (c) (b) (6), (b) (7)(C) Fax No. 4b. Telephone No. (b) (6), (b) (7)(C) Fax No. 6. DECLARATION arge and that the statements are true to the best of my knowledge and belief. An individual Print/type name and titte or office, if any) address Telephone No. Fax No. Date - 1 OC Lead Total phone No. Fax No. Date - 1 OC Lead Total phone No. Fax No. Date - 1 OC Lead Total phone No. Fax No. Date - 1 OC Lead Total phone No. Telephone No. Fax No. Date - 1 OC Lead Total phone No. Telephone No. Fax No. Date - 1 OC Lead Total phone No. Telephone No. Telephone No. Fax No. Date - 1 OC Lead Telephone No. Telephone N			
(b) (6), (b) (7)(C) Fax No. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) 6. DECLARATION arge and that the statements are true to the best of my knowledge and belief. An individual Print/type name and title or office, if any) address Telephone No. Fax No. Date (10,0), (b) (7)(C)	3. Full name of party filing charge (if labor organization, give full na (b) (6), (b) (7)(C)	ome, including local name and number)	
6. DECLARATION 6. DECLARATION arge and that the statements are true to the best of my knowledge and belief. An individual Print/type name and title or office, if any) address Telephone No. Fax No. Date of O.C. In any	4a. Address (street and number, city, state and ZIP code) (b) (6), (b) (7)(C)	***	(b) (6), (b) (7)(C)
(b) (6), (b) (7) (C) arge and that the statements are true to the best of my knowledge and belief. An individual Print/type name and title or office, if any) address Telephone No. Date (100 10	 Full name of national or international labor organization of which organization) 	it is an affiliate or constituent unit (to be	filled in when charge is filed by a labor
ddress Telephone No. Fax No. Date 100 land			
	(D) (D), (D) (1)(C)	at the statements are true to the best of r	An individual

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)



UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

	FORM EXEMPT UNDER 44 U.S.C. 3512
DO NOT WRITE IN THIS SPACE	
Case	Date Filed
16-CA-25771	8/27/2007

INSTRUCTIONS

File an original and 4 copies of this charge for each additional charged party named in Item	1 with NLRB Regional Director for the region in which the alleged
Infair labor practice occurred or is occurring	[1] [1] [1] [1] [1] [1] [2] [2] [2] [2] [2] [2] [2] [2] [2] [2

1 EMPLOYER	AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Zachary Construction Company	AGAINST WHOM CHARGE IS BROUGHT	b. Number of workers employed 200
c. Address (street, city, state, ZIP code)	d. Employer Representative	e. Telephone No. (281) 470-3896
527 Longwood San Antonio, TX 78221	Jim Skeltons General Manager	Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) contractor	g. Identify principal product or se	rvice
h. The above-named employer has engaged in and is engag and (list subsections) unfair labor practices are unfair practices affecting comme affecting commerce within the meaning of the Act and the	ing in unfair labor practices within the meaning of the National Labor Rela erce within the meaning of the Act, or these uni	tions Act, and these
2. Basis of the Charge (set forth a clear and concise statement of the On (b) (b) (7)(c) 2007, the Employer terminal complaints about working conditions on behavior	ted the employment of (b) (6),	
3. Full name of party filing charge (if labor organization, give (b) (6), (b) (7)(C)	full name, including local name and number)	
4a. Address (street and number, city, state and ZIP code) (b) (6), (b) (7)(C)		(b) (6), (b) (7)(C) Fax No.
5. Full name of national or international labor organization of organization)		filled in when charge is filed by a labor
(b) (6), (b) (7)(C)	8 A507 An I	ny knowledge and belief. 6), (b) (7)(C) ndividual pe name and title or office_if any)
Address (b) (6), (b) (7)(C)	Telephone No. Fax No. (b) (6), (b) (7)(C)	Date

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

	FORM EXEMPT UNDER 44 U.S.C. 3512
DO NOT WRITE IN THIS SPACE	
Case	Date Filed
16-CA-25783	8/31/07

INSTRUCTIONS

file an original and 4 copies of this charge for each additional charged party named in Item	1 with NLRB Regional Director for the region in which the alleged
infoir labor practice encurred or in equipping	그렇게 하면 하면 이렇게 있었다면 이 사람이 되었다. 이 사람이 아무리

	AINST WHOM CHARGE IS BROUGHT	
a. Name of Employer YMCA/ Ella McFadden Learning Center		b. Number of workers employed 13
c. Address (street, city, state, ZIP code) 501 Lamar Street	d. Employer Representative	e. Telephone No. 817-332-3281
Fort Worth, TX 76102	Tony Sparks	Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Service	g. Identify principal product or se Child Care	ervice
h. The above-named employer has engaged in and is engaging if and (list subsections) , of the National Labor Relations unfair labor practices are unfair practices affecting commerce affecting commerce within the meaning of the Act and the Pos	Act, and these within the meaning of the Act, or these un	
2. Basis of the Charge (set forth a clear and concise statement of	f the facts constituting the alleged unfair la	abor practices)
On or about ^{(b) (6), (b) (7)(C)} , 2007, the Employer discharged activities.	d (D) (O), (D) (7)(C) in retaliation	for protected concerted
1017 11103,		
	4 A 1947 SHIZ-SHOWN AND	
By the above and other acts, the above-named employe		and coerced employees in the
사람들은 사람들은 사람들은 사람들이 가장 하는 것이 없었다. 그는 그 없는 사람들은 사람들이 가득하는 것이 없었다.		
xercise of the rights guaranteed in Section 7 of the Ac	t.	
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exercise of the rights guaranteed in Section 7 of the Ac	t.	
. Full name of party filing charge (if labor organization, give full n		
B. Full name of party filing charge (if labor organization, give full nb) (6), (b) (7)(C)		
B. Full name of party filing charge (if labor organization, give full note) (6), (b) (7)(C)		(b) (6), (b) (7)(C)
E. Full name of party filing charge (if labor organization, give full note) (6), (b) (7)(C)		(b) (6), (b) (7)(C) Fax No.
Full name of party filing charge (if labor organization, give full not) (6), (b) (7)(C) a. Address (street and number city, state and ZIP code) b) (6), (b) (7)(C)	name, including local name and number)	Fax No.
B. Full name of party filing charge (if labor organization, give full nb) (6), (b) (7)(C) B. Address (street and number city, state and ZIP code) b) (6), (b) (7)(C) b. Full name of national or international labor organization of which	name, including local name and number)	Fax No.
Full name of party filing charge (if labor organization, give full no) (6), (b) (7)(C) a. Address (street and number city, state and ZIP code) b. (6), (b) (7)(C) Full name of national or international labor organization of which	name, including local name and number)	Fax No.
E. Full name of party filing charge (if labor organization, give full not) (6), (b) (7)(C) a. Address (street and number city, state and ZIP code) b) (6), (b) (7)(C) b. Full name of national or international labor organization of which	name, including local name and number)	Fax No.
Full name of party filing charge (if labor organization, give full note) (6), (b) (7)(C) a. Address (street and number city, state and ZIP code) b) (6), (b) (7)(C) c. Full name of national or international labor organization of which organization)	name, including local name and number) th it is an affiliate or constituent unit (to be	Fax No. filled in when charge is filed by a labor
Full name of party filing charge (if labor organization, give full not) (6), (b) (7)(C) a. Address (street and number city, state and ZIP code) b) (6), (b) (7)(C) Full name of national or international labor organization of which organization)	name, including local name and number) sh it is an affiliate or constituent unit (to be	Fax No. filled in when charge is filed by a labor
E. Full name of party filing charge (if labor organization, give full note) (6), (b) (7)(C) a. Address (street and number, city, state and ZIP code) b) (6), (b) (7)(C) c. Full name of national or international labor organization of which organization) (b) (6), (b) (7)(C) I declare that I have read the above charge and the code (b) (6), (b) (7)(C)	name, including local name and number) th it is an affiliate or constituent unit (to be DECLARATION hat the statements are true to the best of	Fax No. filled in when charge is filed by a labor my knowledge and belief.
Full name of party filing charge (if labor organization, give full not) (6), (b) (7)(C) Address (street and number city, state and ZIP code) (b) (6), (b) (7)(C) Full name of national or international labor organization of which organization) (b) (6), (b) (7)(C) I declare that I have read the above charge and the state of representative or person signing charge	name, including local name and number) th it is an affiliate or constituent unit (to be DECLARATION hat the statements are true to the best of	Fax No. filled in when charge is filed by a labor my knowledge and belief. ype name and title or office, if any)
b) (6), (b) (7)(C) 5. Full name of national or international labor organization of which organization)	name, including local name and number) th it is an affiliate or constituent unit (to be DECLARATION hat the statements are true to the best of	Fax No. filled in when charge is filed by a labor my knowledge and belief.

INTERNET FORM NLRB-901 ID-071

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

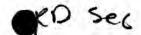
Case Date Filed

16-CA-25830 Sep. 28, 2007

INSTRUCTIONS:

File an original together with four copies and a copy for cech additional charged party named in Item 1 with NLRB Regional Director for the region in which the elleged untail labor practice occurred or is occurring.

unfair labor practice occurred or is occurring.		
1. EMPLOYER A	AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Number of workers employed
Intomational Mechanical Services		
		@40
c. Address (Street city, state, and ZIP code)	d, Employer Representative	e. Telephone No.
1454 Gardina St.	Kip Kleck	210-732-6188
San Antonio, TX 78201		Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.)	g. Identify principal product or service	210-732-6299
Construction	HVAC fabrication and installation	
h. The above-named employer has engaged in and is engagir	-	
and (list subsections) unfair labor practices affecting commerce with		e National Labor Relations Act, and these
commerce within the meaning of the Act and the Postal Re	_	practices are untail practices anacting
Basis of the Charge (set forth a dear and concise statement of	f the facts constituting the alleged unfair labor p	ractices)
8(a)1 in the last six (6) months, the above-named empl	oyer has violate d employees section 7 rigi	nts by interrogating and verbally
barassing employees who question rates of pay on pre-	ailing wage jobsites.	
(b) (6), (b) (7)(C)		
On or about (b) (6), (b) (7)(C) 2007, the above-na employment of (b) (6), (b) (7)(C) for repeatedly asking a	med employer by it's officers, agents and t	epresentatives, terminated the
employment of the for repeatedly asking a	bout wages being paid to International Me	chanical Services employees on
prevailing wage jobsites.		
By the above and other acts, the above-named employe	- has interfered with	-d-manlacens in the executor of the
rights guaranteed in Section 7 of the Act.	This interfered with, restrained and coets	ed employees in the exercise of the
tights gummiced in Section . Of the Act.		
3. Full name of party filing charge (if labor organization, give full i	name, recluding local name and number)	
Sheet Metal Workers Local Union No. 67	ighte, measury season one normosty	
4s. Address (Street and number, city, state, and ZIP code)		4b. Telephone No.
		210-349-6585
11 Burwood		Fax No.
San Antonio, TX 78216		210-349-6557
5. Full name of national or international labor organization of whi	ch it is an affiliate at consentatent unit to be blind	is when charge is filed by a labor
Organization)	COLD IS BUT BUILDING OF COLDENIE OF THE ISO DO MINDE	All within Change is lined by B 18001
Sheet Metal Workers International Association	on.	İ
I declare that i have read the above charge and	6. DECLARATION	my knowledge and belief
_ () /2		
(signature of reproteritative or person making charge)	-	Ion Rurress - Local Union Organizer (Printitype name and title or office, if any)
	(fax) 210-349-6557	, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,
Address 11 Burwood San Antonio, TX 78216	512-496-5676	9/27/07
	(Telephone I	



UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

	XEMPT UNDER 44 U.S.C. 3512
DO NOT WRI	TE IN THIS SPACE
Case	Date Filed
16-CA-25837	10/2/2007

INST	D1 1	\sim T	чо
1421	пи		43

File an original and 4 copies of this charge with NLRB Region the region in which the atteged unfair labor practice occurrent	d or is occurring.	
a. Name of Employer	AINST WHOM CHARGE IS BROUGHT	1b. Number of workers employed
Motiva Enterprises L.L.C.		1,000+
c. Address (street, city, state, ZIP code) P.O. Box 712	d. Employer Representative	e: Telephone No. 409-989-7040
Port Arthur, TX 77641-0712	Lee Poulter, Manager-HR	Fax: 409-989-7006
f. Type of Establishment (factory, mine, wholesafer, etc.) Refinery	g. Identify principal product or service Petroleum Products	e:
h. The above-named employer has engaged in and is engaging is subsections (1) and (3) of the National Labor Relations Act, a affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of	the facts constituting the alleged untal labor	practices)
A)(b) (6), (b) (7)(C) 2007 and (b) (6), (b) (7)(C) 2007; B)(b) (6), (b) (7)(C) 2007; C)(b) (6), (b) (7)(C) 2007; D)(b) (6), (b) (7)(C) 2007; and, E)(b) (6), (b) (7)(C) 2007. By engaging in the conduct set forth above, and coerced its employees in violation of the	the above-named Employer in Act.	terfered with, restrained
 Full name of party filing charge (If labor organization, give full no USW, Local 13-23 	ame, including local name and number)	
4e. Address (street and number, city, state and ZIP code)		4b. Telephone No.
1500 Jefferson Drive, Port Arthur, Texas 77642		409-982-9471
Full name of national or international labor organization of which by a labor organization.		in when charge is filled
United Steelworkers International Union, Local I		
declare that I have read the above charge and the delatery	Title Att	
Signature of representative or person making charge. Bernard I.	Middleton	
Provost* Umphrey Law Firm, L.L.P.	Telephone No.	Date 4 Date
	(713) 523-3636	10/2/2007
3730 Kirby Drive, Suite 1200 Iouston, Texas 77098	Fax: (713) 523-6341	



UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER



Case

FORM	EXEMPT	UNDER	44 U.S.C.	3512

DO NOT WRITE IN THIS SPACE
Date Filed

16-CA-25838 10/2/07

INSTRUCTIONS

File an original and 4 copies of this charge for each additional charged party named in Item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

		b. Number of workers employed
Teleperformance (Merkafon)		300 to 500+
c. Address (street, city, state, ZIP code)	d. Employer Representative	e. Telephone No.
1701 S. Closner Blvd.	Laura Vasquez, HR	(956) 388-8500
Edinburg, TX 78539	Manager	Fax No.
Type of Establishment (factory, mine, wholesaler, etc.)	g. Identify principal product or se	rvice
Telephone Service	Telephone contracts and ser	vices
n. The above-named employer has engaged in and is engaging in and (list subsections) (4) unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Pos	of the National within the meaning of the Act, or these un	Labor Relations Act, and these
Basis of the Charge (set forth a clear and concise statement of	f the facts constituting the alleged unfair la	bor practices)
On (b) (6), (b) (7)(C), 2007, the Employer terminated (b) (6).	, (b) (7)(C), an employee, in retaliation	for protected concerted
activity and for filing a labor board charge.		
(b) (6) (b) (7)	(C) disc local name and number)	
Full name of P(b) (6), (b) (7)	(C)ding local name and number)	
	(C)ding local name and number)	
	(C)ding local name and number)	(b) (c), (b) (7)(C)
	(C)ding local name and number)	
	(C)ding local name and number)	Ab. Telephone No. (b) (6), (b) (7)(C) Fax No.
3. Full name of p (b) (6), (b) (7) 4. Address (etc. b) (6), (b) (7)(C) 5. Full name of national or international labor organization of which		Fax No.
(5) (6), (b) (7)(C) 5. Full name of national or international labor organization of which		Fax No.
(a) Address (str. (7)(C) (b) (6), (b) (7)(C) 5. Full name of national or international labor organization of which		Fax No.
5. Full name of national or international labor organization of which	ch it is an affillate or constituent unit (to be	Fax No. filled in when charge is filed by a labo
5. Full name of national or international labor organization of which	ch it is an affillate or constituent unit (to be	Fax No. filled in when charge is filed by a labo
(b) (6), (b) (7)(C) 5. Full name of national or international labor organization of which organization) (b) (6), (b) (7)(C) (b) (6), (b) (b) (6), (b)	ch it is an affiliate or constituent unit (to be 6. DECLARATION that the statements are true to the best of	Fax No. filled in when charge is filed by a labo my knowledge and belief.
(b) (6), (b) (7)(C) 5. Full name of national or international labor organization of which organization) (b) (6), (b) (7)(C)	ch it is an affiliate or constituent unit (to be 6. DECLARATION that the statements are true to the best of (7)(C) An i	Fax No. filled in when charge is filed by a labor my knowledge and belief. ndividual
(b) (6), (b) (7)(C) 5. Full name of national or international labor organization of which organization) (b) (6), (b) (7)(C) (b) (6), (b) (b) (6), (b)	ch it is an affiliate or constituent unit (to be 6. DECLARATION that the statements are true to the best of (Print)	Fax No. filled in when charge is filed by a labor my knowledge and belief. ndividual ype name and title or office, if any)
(b) (6), (b) (7)(C) 5. Full name of national or international labor organization of which organization) (b) (6), (b) (7)(C)	ch it is an affiliate or constituent unit (to be 6. DECLARATION that the statements are true to the best of (7)(C) An i	Fax No. filled in when charge is filed by a labo my knowledge and belief. ndividual

UNITED ES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

	FORM EXEMPT UNDER 44 U.S.C. 351.
DO NOT V	VRITE IN THIS SPACE
	Date Filed
7 25071	10/17/07

INSTRUCTIONS:

("c"16-CB-7577)

Case 16-CA-25871

10/17/07

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring. 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT a. Name of Employer b. Number of Workers Employed Telephone No 254-77 Fax No. SERVICE DELIVERY OF SMAL h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (fist of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.) 1. Refused to provide requested documents that would have supported 2. Company well aware that other drivers used the same procedures daily, but singled out me only for discharge. 3. After I was discharged company then clarified proper procedures. 4. Company dumped 100's of pages as their evidence packet, however not noting specifics on last day prior to deadline. 5(b) (6), (b) (7)(C) had personal predjudice, possibly racially motivated against me. 6. Selective inforcement of work place policy and singled out for my out spoken concerns of the treatment of miniority employees. By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act. nive full name_including local name and number) (to be filled in when charge is filed by a labor organization) 6. DECLARATION ge and that the statements are true to the best of my knowledge and belief. (Title,if any) -10-07

FORM NLRB-501 (9-07)

UNITED STAT OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

	RD	Sec	FORM EXEMPT UNDER 44 U.S.C 3512	
	D	OT WRITE	IN THIS SPACE	
Case			Date Filed	•

10/26/2007

16-CA-25887

and the last time to	-1V - 1-1	- A - C - C - C - C - C - C - C - C - C	Contract of
INST		エハ	MC.
IN S	ĸu.	110	NO:

	1. EMPLO	YER AGAINST WHOM CHARGE IS BROUG	וחכ
Name of Employer Hotchkiss			b. Number of workers employed 15
c. Address (Street, city,	state, and ZIP code)	d. Employer Representative	e. Telephone No.
P.O. Box 2742		Ronnie Hotchkiss	(281)427-6666
Baytown	TX 77522-	Manager	Fax No. (281)837-1919
Type of Establishment Transportation	(factory, mine, wholesaler, etc.)		(201)037-1919
subsections) practices are practices		meaning of the Act, or these unfair labor practices	nal Labor Relations Act, and these unfair labor
3. Full name of party filing 1) (6), (b) (7)(C)	; charge (if labor organization,	give full name, including local name and number)	
(6), (b) (7)(C)	g charge (if labor organization, s number, city, state, and ZIP cod		4b. Ţelephone No.
) (6), (b) (7)(C)		(e)	(b) (6), (b) (7)(C)
) (6), (b) (7)(C)			
4a. Address (Street and no.) (6), (b) (7)(C)	number, city, state, and ZIP code	(e)	(b) (6), (b) (7)(C) Fax No. () -
4a. Address (Street and nob) (6), (b) (7)(C) 5. Full name of national corganization)	number, city, state, and ZIP code	(b) (6), (b) (7)(C) on of which it is an affiliate or constituent unit (to be	(b) (6), (b) (7)(C) Fax No. () -
(b) (6), (b) (7)(C) La Address (Street and not) (6), (b) (7)(C) To Full name of national corganization)	or international labor organization (7)(C)	(b) (6), (b) (7)(C) on of which it is an affiliate or constituent unit (to be	(b) (6), (b) (7)(C) Fax No. () - e filled in when charge is filed by a labor est of my knowledge and belief. An Individual

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

(b) (6), (b) (7)(C)

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The rountine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

SAN ANTONIO RO REGION 16

210 472 6143 P.02/02 FURM EAEMP! UNUER 49 U.S., U. 3314 P.02/02

FORM NLRB-501 (9-07)

UNITED STAT F AMERICA
NATIONAL LABOR LATIONS BOARD **CHARGE AGAINST EMPLOYER**

OT WRITE IN THIS SPACE Case Date Filed 16-CA-25963 12/11/2007

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in Item 1 with NLRB Regional Director for the region in which the alleged

South Texas Blood and Tissue Center C. Address (Street, sity, state, and ZIP code) G. Type of Establishment(factory, mine, wholesaler, etc.) In Type of Est			AGAINST WHOM CHARGE IS BROUGH	1. EMPLOYER
Dan Kinsfather Asst Director [210731-5555] Fax No. () Type of Establishment (factory, mine, wholesaler, etc.) Up of Establishment (factory, mine, wholesaler, etc.) The above-named employer has engaged in and is engaging in unifair labor practices within the meaning of section 8(a), subsections (1) as subsections of the National Labor Relations Act, and these practices are practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commended the meaning of the Act and the Postal Reorganization Act. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices affecting commended the meaning of the Act and the Postal Reorganization Act. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) On or about the second wock of constituting the above named employer, through its managers, supervisors and/or represent inscriminated agains On or about the first week of constitution of the protected concerted activity. Directory of the Charge (if the protected concerted activity) On or about the first week of constitution of the protected concerted activity. Directory of the protected concerted activity. Directo	employed	b. Number of workers emplo 140+		
non-profit service The above-named employer has engaged in and is engaging in untair labor practices within the meaning of section 8(a), subsections (1) as subsections (2) of the National Labor Relations Act, and these practices are practices affecting commerce within the meaning of the Act or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) 2. On or about the second wock of the postal read concise statement of the facts constituting the alleged unfair labor practices. 2. On or about the second wock of the postal read concise statement of the facts constituting the alleged unfair labor practices. 2. On or about the first week (100 to 100 t		(210)731-5555 Fax No.		211 IH 10 West
subsections) of the National Labor Relations Act, and these practices are practices affecting commerce within the meaning of the Act, or thase unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. Basis of the Charge (set forth a dear and concise statement of the facts constituting the alleged unfair labor practices) on or about the second work of the properties are unfair labor practices. On or about the second work of the properties are unfair labor practices. On or about the first week of the properties are unfair labor or protected concerted activity. On or about the first week of the properties are unfair labor protected concerted activity. On or about the first week of the properties are unfair labor or protected concerted activity. On or about the first week of the properties are unfair labor or protected concerted activity. On or about the first week of the properties are unfair labor or protected concerted activity. On or about the first week of the properties are unfair labor or protected concerted activity. On or about the first week of the protected protected concerted activity. On or about the first week of the protected concerted activity. On or about the first week of the protected concerted activity. On or about the first week of the protected concerted activity. On or about the first week of the protected concerted activity. On or about the first week of the protected concerted activity. On or about the first week of the protected concerted activity. On or about the first week of the protected concerted activity. On or about the first week of the protected concerted activity. On or about the first week of the protected concerted activity. On or about the first week of the protected concerted activity. On or about the first week of the protected concerted activity. On or about the first week of the protected concerted activity. On or about the first week of the protected concerted activity. On or a				그는 마루 수있다면 없는데 가장에 가장 사람들이 되었다면 생각하면 하면 하면 하는데 그렇게 하는데 하게 되었다.
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(b) (6), (b) (7)(C) a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C) (c) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (c) (c) (d) (e), (b) (7)(C) (d) (e), (b) (7)(C) (e) (fix) (fi	ntatives	concerted activity supervisors and/or representativity.	ve named employer, through its managers in retaliation for protected and over through its managers are through its managers, supervisors are	on or about the first week of (b) (7)(C) by giving 2007, the about the first week of (b) (7)(C) by suspending (b) (6), (b) (7)(C) by suspending (b) (6), (b) (7)(C) the above pamed empty of the abo
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ddress () - (2-40-4	ef.	(b) (6), (b) (7)(C) cell Fax No. () - ed in when charge is filed by a labor of my knowledge and belief.	(b) (6), (b) (7)(C) which it is an affiliate or constituent unit (to be fi 6. DECLARATION and that the statements are true to the bes	(b) (6), (b) (7)(C) a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C) b. Full name of national or international labor organization of organization) (b) (6), (b) (7)(C) he above charge to the charge of the char

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) (b) (6), (b) (7)(C)



UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER —

	FORM EXEMPT UNDER 44 U.S.C. 3512
DO NOT WRI	TE IN THIS SPACE
Case	Date Filed
16-CA-25970	12/13/07

INST		ш	MC
11401		110	

File an original and	4 copies of this charge for	each additional charged party na	amed in Item 1	with NLRB Regional Directo	or for the region in which the alleg	jed
	accurred or le accurring					

unfair labor practice occurred or is occurring.		bliector for the region in which the aneged
a. Name of Employer Frito-Lay, Inc.	SAINST WHOM CHARGE IS BROUGHT	b. Number of workers employed
c. Address (street, city, state, ZiP code) 3548 Duncanville Road, Dallas, Texas 75236	d. Employer Representative Ron Harper	e. Telephone No. 214-331-7070 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) factory	g. Identify principal product or se snack foods	ervice
h. The above-named employer has engaged in and is engaging and (list subsections) unfair labor practices are unfair practices affecting commerce affecting commerce within the meaning of the Act and the Pos	of the National La within the meaning of the Act, or these un	abor Relations Act, and these
Since on or about (b) (6). (b) (7)(c), 2007, it, by its officers, coerced and is interfering with, restraining and coercithe Act by terminating employment in retaliation to	ing (b) (6), (b) (7)(C) in the exercise of	rights guaranteed in Section 7 of
3. Full name of party filing charge (if labor organization, give full (b) (6), (b) (7)(C)	name, including local name and number)	
4a. Address (street and number, city, state and ZIP code) (b) (6), (b) (7)(C)		4b. Telephone No. (b) (6), (b) (7)(C)(h) (c) Fax No.
Full name of national or international labor organization of whi organization)	ich it is an affiliate or constituent unit (to be	filled in when charge is filed by a labor
		Individual type name and title or office, if any) Date / /

P.03/04

FORM NURB-501 (9-07) UNITED ST. OF AMERICA
NATIONAL LABOR FELATIONS BOARD
CHARGE AGAINST EMPLOYER

NOT WRITE IN THIS SPACE			
ase	Date Filed		
16-CA-25980	// 12/21/2007		

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLSB Regional Director for the region in which the alleged

	1. EMPLOYER AGAINST WH	OM CHARGE IS BROUG	HT
e. Name of Employer Oak Farms Dairy			b. Number of workers employed 300+
c. Address (Street, city, state, and ZIP code 1314 Fredericksburg San Antonio Tx	d. Employer Robin Human Rest	Representativa Smogygi ources	e. Telephone No. (210)732-1111 Fax No.
f. Type of Establishment(factory, mine, who factory		rincipal product or service and distribution of milk prod	ucts
h. The above-named employer has engaged subsections) practices are practices affecting commen the meaning of the Act and the Postal Re	ce within the meaning of the Act, or	of the Nation	of section 8(e), subsections (1) and (list all Labor Relations Act, and these unfair labo are unfair practices affecting commerce with
5) (6), (b) (7)(C)	rgenization, give full name, includir	ng local nama and number)	
S) (6), (b) (7)(C) A) Address (Stant and ownber, city, state, b) (6), (b) (7)(C)	and ZIP code)	ng local name and number)	4b. Telephone No. (b) (6), (b) (7)(C) Fax No. () 2
	end ZIP code) (b) (6),	(b) (7)(C)	Fax No. () ~
Addoma (Sime) and number, city, state, o) (6), (b) (7)(C) 6. Full name of national or international laborates	end ZIP code) (b) (6), or organization of which it is an affile	(b) (7)(C) Usts or constituent unit (to be	Fax No. () ~

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)